



FREDERICK COUNTY

DEPARTMENT OF SOCIAL SERVICES

"A Workforce Development Agency"

The Employee Connection

Issue 7

Fall 2009

We will aggressively assist and empower people in economic need, provide prevention services, and protect vulnerable children and adults.

- FCDSS Mission Statement

"If the only prayer you say in your entire life is thank you, it will be enough."

- Meister Eckhardt

Center for Adoption Support and Education (C.A.S.E.)

By: Allison Stearns, Deputy Director for C.A.S.E.

The Center for Adoption Support and Education (C.A.S.E.) is a non-profit organization dedicated to providing support and education to everyone in the adoption community. C.A.S.E. was created in May 1998 to provide post-adoption counseling and educational services to families, educators, child welfare staff, and mental health providers in Maryland, Northern Virginia, and Washington, D.C. In addition, C.A.S.E. is a national resource for families and professionals through its training, publications, and consultations.

C.A.S.E. is a private, non-profit adoptive family support center. Its programs focus on helping children from a variety of foster care and adoptive backgrounds to receive understanding and support which will enable them to grow into successful, productive adults.

C.A.S.E. defines post-adoption services as ongoing, comprehensive support services that include education, counseling, family forums, and advocacy which address clearly identified developmental issues and social-emotional challenges frequently shared by adoptees and their families. Post-adoption involves preventive measures to ensure the preservation of adoptive families.

C.A.S.E. will be occupying an office in the Employment Resource Center on the 1st floor because CASS has moved. They will be seeing clients and occasionally facilitate training in our conference rooms after business hours.

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Director's Corner

2008-2009 FREDERICK COUNTY DSS ADVISORY BOARD MEMBERS

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Mustafa Karakus, Ph.D., Vice-Chair
Heather Haynos, Secretary
Robert Myklebust, Treasurer
Barbara Brittain
Tracy Diggs
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Daniel Wagner
Lara Roholt Westdorp

Board Meetings are held the fourth
Wednesday of the month except August at
4:15 p.m. at FCDSS.

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Martin O'Malley, Governor
Anthony Brown, Lt. Governor
Brenda Donald, Secretary

The Department of Human Resources as mentioned in the past will have to make reductions of approximately \$23 million of its \$1.9 billion dollar budget. The \$23 million reduction will equate to approximately a \$50 million reduction because of federal fund loss. Any reduction in statewide funds will result in programs being eliminated or services reduced. The majority of DHR's budget (\$1 billion) goes for payments, benefits, entitlement, etc. Four Hundred Forty Five Million of the \$1 billion goes for salaries. An additional Four Hundred Million is spent on contracts, grants, energy assistance and a block grant to Montgomery County. Seventy Seven Million of the total supports travel, fuel, supplies, etc.

Approximately 60% of the total budget of DHR is federally funded. In the past, any reductions made in terms of programs, people, and services have come from DHR Central's operation. DHR is anticipating an additional round of cuts beyond what we have already experienced in September or October, which makes it very difficult to be strategic.

The Maryland Judiciary recently created the Maryland Access to Justice Commission to make and implement recommendations to expand access to the state's civil justice system. One of the Commission's goals is to enhance the quality of justice in civil legal matters for persons who encounter barriers when dealing with the courts or trying to solve a legal problem.

The Critical Barriers Committee of Maryland Access to Justice Commission will be holding a series of regional listening events. Individuals and organizations that serve persons from a range of groups are invited to come and speak with members of the Commission and its several committees about their experience with the civil justice system. Each event will be designed to elicit experiences related to key barriers to justice.

Diane W. Gordy

The Office of the Inspector General

What We Do

The Office of the Inspector General (OIG) protects the integrity of the Department of Human Resources (DHR) by providing the following independent preventive and enforcement services: investigations, reviews and internal audits. The OIG focuses on: financial/compliance and performance audits, investigations of suspected customer eligibility fraud and investigations regarding allegations of serious employee and contractor misconduct. The goals of the OIG are to increase confidence in DHR financial accountability, improve DHR program and operational performance, increase employee and contractor performance and reduce program (customer) fraud.

Who We Are

- Bureau of Audit Services
 - Local Department Audit Division

The Local Department Audit Division conducts financial and compliance audits of all local departments of Social Services and Offices of Child Support Enforcement, as required by law, at least once every three years. These audits evaluate the Agency's operations and controls to determine compliance with appropriate laws, rules, and regulations. Audit focus is on accounting operations, information systems, and other programs with significant financial impact.
 - Performance Audit Division

The Performance Audit Division conducts performance audits of DHR statewide operations and/or Local Departments of Social Services to determine if a program or unit is operating in an affective or efficient manner, or if program results are being achieved. Audits are conducted at the Inspector General's discretion, based on agency risk analysis, or at the request of the Secretary, a Deputy Secretary, a DHR Executive Director, or a Local Social Services Director. The Performance Audit Division also conducts annual desk reviews of more than 150 CPA audits of Group Homes and Residential Foster care Facilities.
 - External Audit Division

The External Audit Division works with DHR Executive Directors and Local Social Services Directors to assure that corrective action plans are developed and implemented to resolve audit findings against DHR as reported in Legislative Audits, Federal Audits, CPA Audits, the State Single Audit, and OIG Internal Audits. The External Audit Division conducts follow-up reviews to assure that the corrective action that has been implemented is effective in resolving the audit issue. The primary goal of the External Audit Division is to eliminate repeat audit findings to the maximum extent possible.

The Office of the Inspector General (cont'd)

- Bureau of Investigative Services

- o Program Fraud Division

This Unit's main purpose detects, deters and reduces financial loss to the State. This Unit frequently involves independent judgment regarding fraud allegations and administrative issues relating to the programs administered by DHR. It is a key resource for ensuring financial integrity with regard to preventing and investigating fraud and other misconduct against DHR by its customers. The Unit contributes significantly to ensuring customers achieve independence and that DHR's programs are free of financial and other types of abuse. This Unit performs resource maintenance and other financial evaluations, conducts administrative investigations and analyzes eligibility payments related to the activities of customers of DHR.

- Integrity Division

- o Internal Affairs Unit

This Unit's main purpose is to detect, deter and reduce financial loss to the State regarding fraud allegations and administrative issues relating to the performance of DHR's employees and contractors. It is a key resource for ensuring DHR's financial integrity with regard to preventing and investigation employee and contractor fraud and other misconduct. This Unit conducts administrative investigations and analyzes activities of employees, contractors, and contract employees of DHR.

- o Data Integrity Unit

This Unit supports all OIG divisions by providing statistical analysis, database management, preliminary investigations and research, as well as developmental needs. OIG develops and monitors data sharing (*Computer Matching) techniques between DHR administrations

FCDSS Emergency Preparedness

By: David Drees

STOPPING THE SPREAD OF GERMS AT WORK!

How Germs Spread

Illnesses like the flu (influenza) and colds are caused by viruses that infect the nose, throat, and lungs. The flu and colds usually spread from person to person when an infected person coughs or sneezes.

How to Help Stop the Spread of Germs

Take care to:

- Cover your mouth and nose when you sneeze or cough
- Clean your hands often
- Avoid touching your eyes, nose or mouth
- Stay home when you are sick and check with a health care provider when needed
- Practice other good health habits.

Cover your mouth and nose when you sneeze or cough

Cough or sneeze into a tissue and then throw it away. Cover your cough or sneeze if you do not have a tissue. Then, clean your hands, and do so every time you cough or sneeze.

Clean your hands often

When available, wash your hands -- with soap and warm water -- then rub your hands vigorously together and scrub all surfaces. Wash for 15 to 20 seconds. It is the soap combined with the scrubbing action that helps dislodge and remove germs.

When soap and water are not available, alcohol-based disposable hand wipes or gel sanitizers may be used. If using a gel, rub the gel in your hands until they are dry. The gel doesn't need water to work; the alcohol in the gel kills germs that cause colds and the flu.

Avoid touching your eyes, nose, or mouth

Germs are often spread when a person touches something that is contaminated with germs and then touches their eyes, nose, or mouth. Germs can live for a long time (some can live for 2 hours or more) on surfaces like doorknobs, desks, and tables.

Stay home when you are sick and check with a health care provider when needed

When you are sick or have flu symptoms, stay home, get plenty of rest, and check with a health care provider as needed. Remember: Keeping your distance from others may protect them from getting sick.

Common symptoms of the flu include:

- Fever (usually high)
- Headache
- Extreme tiredness
- Cough
- Sore throat
- Runny or stuffy nose
- Muscle aches, and
- Nausea, vomiting, and diarrhea, (much more common among children than adults).

BE AWARE... BE PREPARED... BE READY!

Governor Martin O'Malley Offers Public Demonstration: 'Making Government Work With Openness And Transparency'

The Baltimore Afro

OCEAN CITY, MD (August 13, 2009) – Governor Martin O'Malley offered a public demonstration today of the technological tools the O'Malley-Brown Administration has implemented to make government work more efficiently, while maintaining the highest standards of openness and transparency. Today, before officials attending the Maryland Association of Counties Annual Summer Conference in Ocean City, the Governor demonstrated StateStat, BayStat, and Recovery Stat, three public transparency tools employing Geographic Informational System (GIS) technology designed to increase government accountability for Maryland citizens.

"This GIS technology holds a tremendous amount of promise, and we're proud to be among the most innovative states in the nation to utilize its potential for the benefit of the people we serve," said Governor O'Malley. "Through the use of these tools, we have the ability to connect human efforts with human problems, track the basic needs of our citizens and the resources of our government, and recognize trends in the services we provide. In short, the GIS technology that we employed on the City level, and now on the State level, operates under the basic assumption that if we pay taxes, our government ought to work for us."

StateStat

StateStat, Maryland's performance-measurement and management program implemented to make state government more accountable and more efficient brings together relevant agencies on a variety of priority areas for the O'Malley-Brown Administration. Modeled after the CitiStat program that he developed as Mayor of Baltimore City, Governor O'Malley is using this data-based management approach to make Maryland's government work again for the people of our State. The CitiStat program has been studied and emulated by countless jurisdictions from around the globe, and received the "Innovations in Government" Award by Harvard University's Kennedy School of Government. As Governor, O'Malley has adapted the program by applying these same principles to the management of statewide services.

Key public safety, health care, and social services agencies were selected to form the initial foundation of StateStat review process: the Department of Juvenile Services, The Department of Public Safety and Correctional Services, Human Resources, and Health and Mental Hygiene. The program has expanded to include critical service agencies such as: the Maryland Department of State Police, the Department of General Services, the Department of Labor, Licensing, and Regulation, and the Department of Housing and Community Development.

BayStat

Governor Martin O'Malley created BayStat by Executive Order in February, 2007 – a powerful statewide tool designed to assess, coordinate and target Maryland's Bay restoration programs, and to inform our citizens on progress. Each month Governor O'Malley meets with his BayStat team, the Secretaries of the Maryland Departments of Agriculture, Environment, Natural Resources and Planning, scientists from the University of Maryland and other key staff. At these meetings, the team reports on progress points for Bay efforts. These sessions provide a regular opportunity for the team to assess progress, evaluate what's working and what's not, and adapt the efforts accordingly. BayStat allows Maryland state agencies to work efficiently toward the broad goal of restoring the health of the Chesapeake Bay by coordinating efforts and programs, basing decisions on the best available science, targeting resources to get the best results for the efforts put forth and providing a greater level of accountability and openness for Maryland citizens.

During his presentation, Governor O'Malley discussed new two-year milestones, reached with our regional partners to significantly accelerate our collective Chesapeake Bay restoration actions.

Recovery Stat

Within days of President Obama signing the American Recovery and Reinvestment Act, Governor O'Malley announced the launch of recovery.maryland.gov, designed to track every penny of federal investment, every project funded by the Recovery Act, and the jobs supported by the investments.

The website, maintained by StateStat, tracks every category of ARRA spending providing contract-level details to the public. Recently, Maryland launched an updated application for the website, allowing users to find information more easily. The Map has been upgraded with additional information tools, detailed fund descriptions and project details. The new site also provides users the opportunity to send comments and questions about the data and the map directly to StateStat administrators.



Cakes for Cause

By: Elin Ross

CAKES FOR CAUSE

Elin Ross is the Founder and Executive Director of Cakes for Cause. She has more than 15 years of non-profit management and social services experience with diverse youth and adult populations.

Ms. Ross founded Cakes for Cause in large part because of her work in child welfare and the foster care system for the National Youth Advocate Program during the 1990's. She believes that the community's commitment to youth in foster care shouldn't end when they age out of the system unless they have real skills and opportunities. She has lived in downtown Frederick for 9 years, sits on her Neighborhood Advisory Committee and is also one of the organizers for the annual 5th Street Block Party each summer.

Vision

Cakes for Cause serves youth (ages 16-21) who have aged out of the foster care system, who live in public housing, who have dropped out of the traditional school system, or who are otherwise identified as "at risk" in our community. For these youth, it is often a lack of connection to reliable adult role models that makes their future more challenging. Underemployment or unemployment, homelessness, substance abuse, and incarceration are often the outcomes for these children who grow up without a permanent family or safety net to support them.

Our Vision is to help break the negative outcome cycles that affect a significant number of youth in the United States. Our commitment and the commitment of our partners represent an investment in young people that will pay tremendous dividends for our community.

To these ends, the Cakes for Cause program accomplishes the following:

- Teaches real work skills in bakery production and restaurant management through a structured 6-month curriculum, focusing on small-group instruction.
- Provides paid employment to youth who participate in the program.
- Assists youth with follow-up job placement or with the pursuit of additional culinary or hospitality education.
- Partners with other organizations who share the Cakes for Cause vision to work in innovative ways to help vulnerable youth become self-sufficient.

Mission

The Mission of Cakes for Cause is to provide real work experience and skills to youth who are being served in public housing or who are in foster care or have aged out of foster care in Maryland. The Cakes for Cause program operates a commercial bakery/café, which provides jobs and training to these youth and empowers them to pursue a career in the hospitality and restaurant industry.

Human Resources Corner

By: Mark Wilson

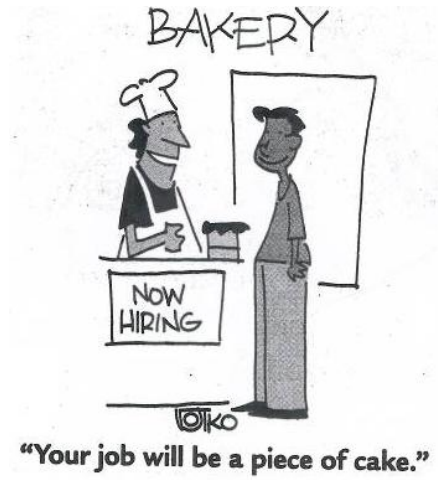
PERFORMANCE EVALUATION PROCESS (PEP)

The evaluation process we use is important to you for many reasons. First of all, it is mandated by law so it makes it a legal obligation for supervisors to complete. Other reasons are:

Employees in General: The PEP process was designed to increase and facilitate communication between the employee being rated and the rater. This is designed specifically to provide opportunities to discuss new assignments, outdated essential job duties, future training and opportunities for personal and professional growth. The evaluation also becomes a permanent part of your employee record and you should want it to reflect all of the good things that you do. It may also be requested and reviewed by management or interview panels to assess your skills, knowledge and abilities for promotions or new assignments. You, as the rated employee, should have a vested interest in making sure that the written evaluation is a true reflection of your work product. After all, it becomes a permanent part of your employment history.

Supervisors: Not only do you have a legal obligation to provide a written evaluation of the employees you supervise, but it is also a “manager’s tool” to mentor a subordinate employee. At times it is difficult to provide constructive criticism, but if you do not address the less than meets standard performance then how would the employee know to change it? This is the process to advise people you rate of their strengths and areas that can be improved on. If you do not provide an honest evaluation it may contribute to complications later, such as, an employee receiving an overall “outstanding” but consistently requires the assistance of fellow co-workers to complete day-to-day tasks. This sends a mixed message to the employee and does not acknowledge the poor job performance. It is also imperative that you conduct the three phases of the evaluation cycle and document them. We are not permitted to back date meetings that did not occur. Furthermore, we are required to report the mid and end of cycle dates to the Department of Budget and Management. In the end, if you as a supervisor do not complete evaluations correctly and timely, it could result in a less than meets standard comment or rating on your evaluation. Let us be fair to our employees and provide them complete and timely evaluations.

If you have any questions regarding the process please feel free to contact me.



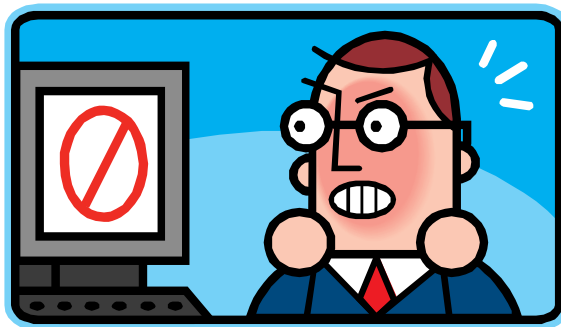
Computer Migration & Tips

By: Sandy Caho

Computer Migration

We completed a computer migration during the last couple of weeks July. This was done to bring us under the DHR umbrella. Frederick, Washington, Allegheny and Garrett counties were pilot sites for Microsoft Active Directory. Once the pilot was successfully completed, DHR started implementing state wide. Moving to active directory instead of Novell will allow us to manage the computers better and keep them updated with Windows updates, virus protection and software updates without having to go around and update each computer manually. Below are several tips to help you with the migration.

1. Passwords - many of you have to change your password on Windows. The new system requires that there be a capital letter and a number in your password. I have attached a password tip sheet for all the systems. If you get locked out of your computer the password will unlock in 30 minutes but please try to get Phillip or myself to unlock it for you.
2. Network Drives - We are having issues with the networked drives staying active on the computers. OTHS is aware of this and we are trying to figure out why. If your short cuts to your documents (F:), shared folders (S:) or customer service log (Y:) give you an error message, please log off and log back on again. This will re-established the connection with the network drives. To determine if you have connection to the network drives,
 - Click the "My Computer" icon
 - and review the list under network drives (i.e. scaho on Freder-fs1\Users (F:)) If you need to do this please e-mail Sandy so that she can document when and who it is happening to.
3. Shortcuts - some short cuts are not working because of #2 above. Usually that is the clue that your network drives are disconnected. For Customer Service log - if the short cut does not work and you have the network drive (Y:) - go to My Computer, select Front Desk (Y:) then right click on the customer service log (the one without the lock on it) select send to, select Desktop.
4. Sign-on - Everyone is to sign on to whatever computer they are at as themselves! I think some people have reverted back to the interview logon which has been deactivated. Keep all your files on the (F:) drive and you will be able to access them from any computer.



Password Rules & Tips

PC passwords

The password for your computer needs to be at least 8 characters and contain a capital letter and a number. To change your password for the computer and network from your desktop type CTRL-ALT-DEL and select "change password" from the screen.

DHR Passwords

These programs include Client Information System (CIS), Child Support Enforcement System (CSES), Automated Income Maintenance System (AIMS), Automated Master File (AMF), State Verification and Eligibility System (SVES), State On-Line Query System (SOLQ), and the front end of Child Care Automated Management Information System (CCAMIS). All DHR passwords must meet the following criteria:

- Passwords cannot be the same as a user id
- Passwords must be eight (8) characters
- Passwords must be alpha numeric
- Passwords cannot have more than two consecutive identical characters
- Passwords must be changed every forty-five (45) days
- Logonids will be deleted after ninety (90) days for non-use

ADC Passwords

ADC basically follows the same rules as DHR in addition the following words or character strings listed below cannot be used at the beginning of ADC passwords:

1234, ACF2, ADC, APPL, APR, ASDF, AUG, BASIC, CADAM, CICS, COM, DEC, DEMO, FEB, FMIS, FOCUS, GAME, IBM, ITD, JAN, JUL, JUN, LOG, MAR, MAY, NET, NEW, NOV, OCT, PASS, ROS, SEP, SIGN, SYS, TEST, TSO, VALID, VTAM, XXX

Attempting to use any of the above at the beginning of an ADC password will result in an invalid password message. This affects all ADC systems including FMIS, Personnel, MABS and FMIS. Although MVA is at a separate data center, it will probably follow the same rules. All other password constraints remain in place.

County Passwords

- Password will expire in 185 days.
- Minimum Password length is 8 characters
- Cannot repeat from previous 5 passwords
- Password cannot contain your account or full name
 - Must contain 3 of the following 4 character groups:
 - Uppercase letters
 - Lowercase letters
 - Numerals
 - Special characters such as !, #, \$, % **Note: DHR and ADC do not allow special characters.**

Password Rules & Tips continued

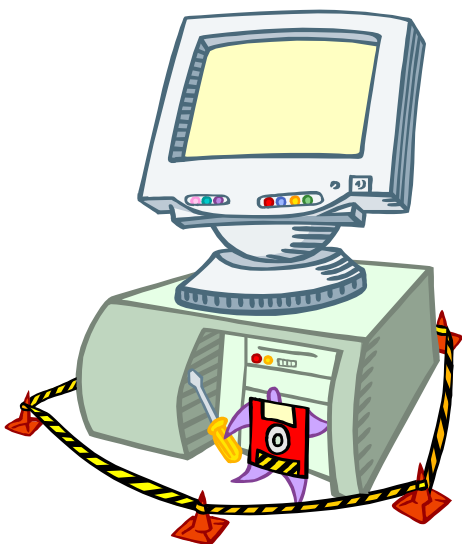
- Warnings will be received 14 days before expiration.
- Account will be locked after 3 erroneous attempts. Call the County IIT Help Desk 11013 to reset county network passwords and to reset the password for you timesheet call x16499.

HINTS

All your passwords can be the same one. Change your password completely; do not just change the numbers or one letter. A simple way to select your password is to pick a 6-letter word and put 2 numbers in the middle of the word. You cannot have consecutive letters or numbers and if you have a log on to the County system then capitalize one of the letters.

Examples:

- Good passwords: Dan12cer, win43Ter
- Bad passwords: aBc11def, lett89er



MD child support system sees record year

Wtop.Com 103.5FM

BALTIMORE - Too often we hear about what doesn't work in child support, and how so many people get "lost in the system." "On a nationwide basis, about 40 percent of the children born today are born out of wedlock," said Joe Jackins of Maryland's Child Support Enforcement Administration. But finally there's a success story on child support, and in our area.

More parents are getting money owed to them by the ex's more than ever. "It was a record year for us," said Jackins. "We collected more than \$516 million and distributed it to the families of Maryland." That's a record setting amount and about a 6.8 percent increase over last year. Jackins says some of the money comes from the agency's attempts to help people find jobs.

"As part of our non-custodial parent employment program, we have parents who have found jobs and have suddenly paid their child support, because they haven't had the ability to pay it in a long time," Jackins said. "They start paying their child support, it reconnects families, and they reconnect with their children and are very proud they're paying their child support."

The agency has also started a new program called RISE -- reaching independence and stability through employment -- which helps young adults leave the foster care system. As for deliberate deadbeats, there are lots of ways to get their money. Intercepting federal and state income tax refunds is one way. Jackins says they also have the ability to garnish wages, deny passport applications and suspend driver's licenses. "We figure that driving is a privilege," he said.



In case you missed it...

- Employee/Friends Holiday Craft Fair

We will be hosting a 2nd craft show on Thursday, November 19th from 11:30 to 1:30 in room 2B. The following people will have items available for sale:

Erica Burns - handmade jewelry and all sorts of other goodies
Cindy Ecton - handmade placemats, quilts, bags, and baby goods
Della Laster - handmade purses
Wendy Barrick - Silpada jewelry
Jennifer Hemler – Longaberger baskets
Donna Shoop – homemade candies
Nancy Parker's husband - stoneware pottery bowls, bottles, vases & vessels

This is a great opportunity to start your holiday shopping early. Start thinking of all those people who are hard to shop for - wouldn't they like a unique, one-of-a-kind gift?

A big thank you to everyone who will be selling their wares. There is still time if you, or a family member, would like to have a display table. Please see Debbie Lundahl (x32429) for more information.

And in case you work up an appetite looking at all these wonderful items, the Food & Fun Committee will be able to take care of you! They will be selling hot dogs, steamers, chips and dessert. Look for more information from the Food & Fun Committee.

- Maryland Charity Campaign/Combined Charities (October 15th through October 30, 2009)

Fabulous Frederick will show our annual support for the Maryland Charity Campaign (MCC)/Combined Charities theme that "We Care: The Link that Bonds us is our Commitment to Caring" beginning with our kick-off scheduled for Thursday, October 15th and finishing Friday, October 30th. We have several activities planned for you to participate in this year. They are:

- Silent Auction (this activity is scheduled for October 15th)
 - o Ravens items
 - o Movie basket
 - o Painted Pony pictures
 - o Autographed Nora Roberts books
 - o And many other items
- Coin War (This activity will run October 15th through October 23rd)
 - o This opportunity is showing your support for your supervisors by throwing your loose coins (quarters counting against your total) into jars. The supervisor with the least amount of money in his/her jar will dress up in a special costume and participate in the Costume Walk and the supervisor's Assistant Director will kiss a pig – both final events will occur on October 30th! Look for more information in October.
- Opportunity for Casual (Week of October 26th - \$4 for the week/\$1 per day to wear jeans and to show your support wearing the attire listed below)
 - Monday – Funny Hat Day
 - Tuesday – Outrageous Socks Day
 - Wednesday – Hawaiian Shirt Day
 - Thursday – Sports Team Day
 - Friday – Halloween Costume

Your ongoing support of this important endeavor is much appreciated!

Food and Fun Committee

By: Donna Batchelor

The Food and Fun Committee has had a very busy year with 143 staff participating in at least one event and many participating in more than one event. If you participate in **at least eight or more** Food and Fun Committee events, you will receive a discounted ticket to the upcoming 2009 Jingle Mingle.

We received some great suggestions from the staff as a result of our survey. Although we can not entertain all of the ideas i.e. Bahamas ... we are keeping most of them in mind for upcoming events. As far as the Ice Machine, most agreed that they did not want to donate money to the cause, but suggested that we have a sub-committee next year that might do some fund raising events to raise money specifically for the ice machine.

The Food and Fun Committee keeps very specific and detailed records of all money coming in and going out for each event. Most of the items needed for our events are donated by the committee to keep down the depletion of funds. If at anytime you are interested in reviewing our records, please feel free to contact Janet Black or Kim Doyle, together they will be more than happy to review the records with you.

Please remember snack box items are priced at \$.75 cents for all candy items and \$.50 cents for all chips, crackers, cookies, and pop tarts.

Upcoming Events

September 28th – International Food Day ... Get ready to taste cuisine from around the world.
Watch for details.

October 13th – 15th – Casual Jeans Event – Pay \$3.00 for the week or \$1.00 per day.

October 20th – Spaghetti Luncheon – Back by popular demand ... includes salad, spaghetti, garlic bread and a brownie all for just \$5.00.

October 30th – Pick a Pumpkin Event – Take a chance on picking a pumpkin and winning candy and prizes.

November 2nd – 5th Casual Jeans Event – Pay \$4.00 for the week or \$1.00 per day.

November 19th – The Food and Fun Committee will be selling Hot Dogs and Steamers (Sloppy Joes) at the Craft Event organized by Julie Glushakow and Deb Lundahl.

December 10th – 2009 Jingle Mingle – Mark your calendar... and keep watching for details.

Thank you for your continued support and participation!

Hello!/Ciao!/Hola!



Child, Family & Adult Services

Jennifer Long, Resource Coordinator, 6/2009



Congratulations to Shelley Maupin (Child, Family & Adult Services) on the birth of her daughter born Friday, August 14th at about 10:30 pm. Savannah weighed 6 lb. 5 oz and is 19 3/4 inches long. Per Shelley, "she's the cutest baby around!"

GOODBYE!

& Farewell...

(Resignations/Transfers/Retirements)

Child, Family & Adult Services

Cynthia Fincham	6/2009
Ingrid Jacobsen	7/2009
Clara Wivell-Kaiser	7/2009
Kara Rice	8/2009

Family Investment Administration

Kathy Carey 8/2009



Did You Hear?



Birthdays (since last newsletter)

July

Tammy Bales	2 nd
Mary Rippeon	3 rd
Velma Summerville	3 rd
Ernestine Wright	6 th
Sean Washington	9 th
David Drees	15 th
Cindy Ecton	19 th
Michelle Harmon	23 rd
Victoria Williar	23 rd
Teressa Stouffer	24 th
Vickie Burgee	27 th
Nancy Bellon	28 th

August

Sharon Davis	6 th
Della Laster	7 th
Robert Dupree	8 th
Patty Forsythe	8 th
Dawn Hanscom	8 th
Krista Pizzi	8 th
Shannon Pulsipher	8 th
Deborah Maytin	9 th
Wanda Vance	9 th
Jennifer Hemler	14 th
Alecia Richards	16 th
Ed Buell	24 th
Melissa Myers	24 th
Leslie Slaby	27 th
Diane Gordy	29 th
Kristen Dunn	30 th

September

Heatherly Hodges	3 rd
Annie Fetterhoff	6 th
Sandra Smith	17 th
Buddy Morrow	19 th
Janet Black	20 th
Kathy Ryan	21 st
Lin Jackson	24 th
Patricia Anyaegbunam	30 th

October

Judith Cody	2 nd
Brenda Boone	4 th
Shawnae Rich	11 th
Gwen Wiegel	12 th
Krista Shoop	13 th
Doreen Martin	14 th
Denise Baer	16 th
Deborah Malinak	23 rd
Stephanie White	27 th
Chris Bickle	30 th
Jarnice Johnson	31 st

November

Stacey Best	1 st
Denise Beck	6 th
Lori Heslin	7 th
Tracie Humbertson	10 th
Ann Heslin	12 th
Deborah Lundahl	12 th
Norma Myers	15 th
Rick Bohn	16 th
Ray Brown	21 st
Murray Kramer	25 th
Carole Faulder	26 th

December

Julie Glushakow	1 st
Veronica Wolfhard	1 st
Donna Shoop	5 th
Candi Bennett	9 th
George Yorkman	11 th
Eve Taglang	13 th
Karen Tobery	15 th
Maria Fontaine	16 th
Etta Baker	20 th
Lisa Cohagan	20 th
Kristen Williams	24 th
Dawn Gorske	27 th
Jeanne Slate	28 th
Jill Baker	31 st

Service Anniversaries (listed by year)

July

Melissa Curtis-Cherry	7/01/02
Shelly Maupin	7/01/02
Ann Heslin	7/02/01
Alecia Richards	7/10/02
Candi Bennett	7/12/00
Melissa Hinebaugh	7/12/04
Nancy Bellon	7/13/94
Janet Black	7/14/04
Melissa Myers	7/14/93
Michele Wiles	7/16/01
Ed Buell	7/17/00
Patricia Anyaegbunam	7/18/07
Della Laster	7/18/07
Veronica Wight	7/18/07
Connie Tritapoe	7/20/94
Gwen Wiegel	7/22/91
Ruth DeRosa	7/27/94

August

Eve Taglang	8/01/01
Sara Fankhauser	8/08/01
Santa Hsu	8/09/95
Krista Pizzi	8/12/91
Jeannine Jennings	8/14/00
Deborah Lundahl	8/14/91
Laura Joiner	8/16/06
Victoria Leizear	8/17/05
Jennifer Nichols	8/17/94
Amy Gauthier	8/18/04
Annie Fetterhoff	8/18/04
Jessica Stank	8/18/04
Colleen Lewis	8/20/01
Brenda Boone	8/28/00
Buddy Morrow	8/28/95
Erica Burns	8/29/07
Dana Moore	8/30/95
Kristen Dunn	8/31/05
Heatherly Hodges	8/31/05
Sandra Knight	8/31/94

September

Karen Weber	9/01/99
Shelly Grimm	9/03/02
Stacey Best	9/06/89
Doreen Martin	9/07/88
Imma Smith	9/10/97
Jacqueline Butts	9/11/85
Michelle Harman	9/15/04
Cindy Ecton	9/20/89
Wanda Vance	9/21/88
Dawn Gorske	9/23/98
Judi Cody	9/27/89

October

Kathy Cioffi	10/28/1970
Kim Doyle	10/02/1991
Rick Bohn	10/28/1992
Deborah Maytin	10/26/1994
Donna Shoop	10/28/1998
Ben Brusini	10/17/2001
Maia Gemignani	10/31/2001

November

Jeanne Slate	11/21/1988
Sean Washington	11/01/1995
Ray Brown	11/15/2000
Jarnice Johnson	11/01/2000
Julie Glushakow	11/30/2005

December

Nancy Weaver	12/29/1982
Murray Kramer	12/16/1985
Maria Fontaine	12/06/1989
Susan Roderick	12/04/1991
Joyce Henry	12/09/1992
Hawa Clemens	12/07/1994
Mai Nguyen	12/28/2005
Tracie Humbertson	12/20/2006
Martha Sprow	12/20/2006



Community Support



Upcoming Outreach Events

- 8/22 - Housing Authority Back to School Fair
- 8/31 - Maryland State Fair/DHR table
- 9/23 - Jump Start at the Seton Center
- 10/3 - In the Street

Each of these events will have an information table for the public. If you are interested in participating in any of these activities, please contact Deborah Lundahl @ x32429.

Foster Care Events

September

2 nd	PRIDE Orientation	6 pm – 9 pm
8 th	PRIDE training begins (every Tuesday night through 10/27)	6 pm – 9 pm
30 th	Resource Family Training – Dr. Carlton Munson will be presenting on “The Developing Brain: Attachment & Foster Care”	6 pm – 8 pm

October

7 th	PRIDE Orientation	6 pm – 9 pm
10 th	Crumland Farms – corn maze & picnic for foster families and children	10 am – 2 pm
29 th	Foster parent ID Badges will be issued	5:30 pm
29 th	Resource Family Training – John Bertulis will be presenting on Discipline and Behavior Management Strategies with Foster Children	6 pm – 8 pm

November

4 th	PRIDE Orientation	6 m – 9 pm
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December

2 nd	PRIDE Orientation	6 pm – 9 pm
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Reminder: The Resource Unit will begin planning the Annual Holiday Gift Drive. Please watch for more details shortly.

Smile for the Day!



OLDER CROWD

If you're not the "older crowd" yet, just hold on - you will be one day!!!!

Long ago when men cursed and beat the ground with sticks, it was called witchcraft ...
Today, it's called golf.

When you are dissatisfied and would like to go back to youth, think of Algebra.

Aging:

Eventually you will reach a point when you stop lying about your age and start bragging about it.

An older gentleman was on the operating table awaiting surgery and he insisted that his son, a renowned surgeon, perform the operation.

As he was about to get the anesthesia, he asked to speak to his son.

'Yes, Dad, what is it? '

'Don't be nervous, son; do your best and just remember, if it doesn't go well, if something happens to me, your mother is going to come and live with you and your wife.'

A distraught senior citizen phoned her doctor's office. 'Is it true,' she wanted to know, 'that the medication you prescribed has to be taken for the rest of my life? '

'Yes, I'm afraid so,' the doctor told her.

There was a moment of silence before the senior lady replied, 'I'm wondering, then, just how serious is my condition because this prescription is marked 'NO REFILLS'.'